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4-19-2016

## Campus Town Hall [April 19, 2016]

Howard Teibel  
*Teibel Inc.*

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## Town Hall

April 19, 2016

Howard Teibel, Teibel, Inc.

[www.teibelinc.com](http://www.teibelinc.com)

# Key Question

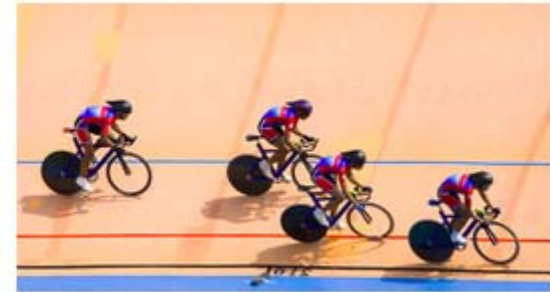
How do I engage positively  
with the changes I'm facing?



**Academic and  
Administrative Structure**



**Strategy**



**Workshops on Leadership,  
Change and Building Team**



# Navigating Change

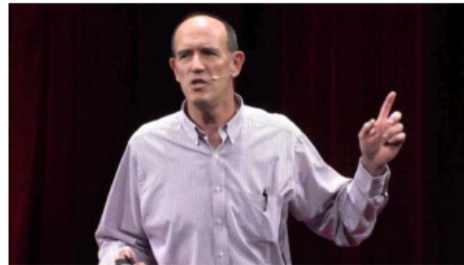
The Podcast from Teibel, Inc.



Manu Narayan. Photo by Lia Chang



Dr. George Martin — President, St. Edward's University



Grant Lichtman



Dr. Ahmed Abdelal — Provost and Chief Academic Officer, UMass Lowell



Roger L. Martin



**Mary Lou Merkt,  
SACUBO**

Vice President for Finance  
and Administration

Furman University



**Dr. Teresa Hardee**  
Chief Operating Officer  
Delaware State University



Professor Stephen Fowl, Loyola  
University Maryland



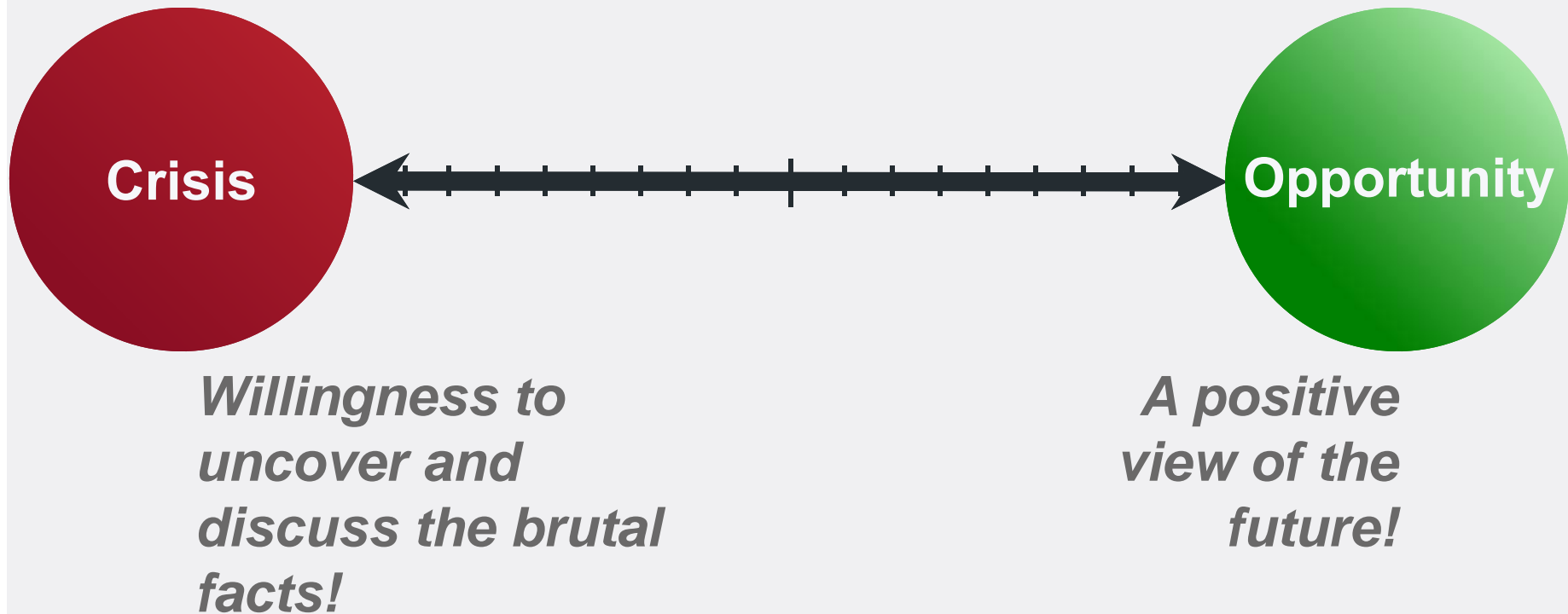
Joanne L. Yestramski  
University of Massachusetts  
Lowell

Search

## UPCOMING EVENTS

Strategic  
Planning  
Vision  
Leadership  
Decision-  
Making  
Strategic Communication  
Staffing and  
Teams  
Communication  
Collaboration

# Balancing Urgency with a Vision



# Takeaways from Open Forum

# Observations

- Cautious optimism from some and desire for moving faster from others
- Turning point
- Recognition in coming together – we share the same concerns
- Overwhelmingly – people want the change to succeed!

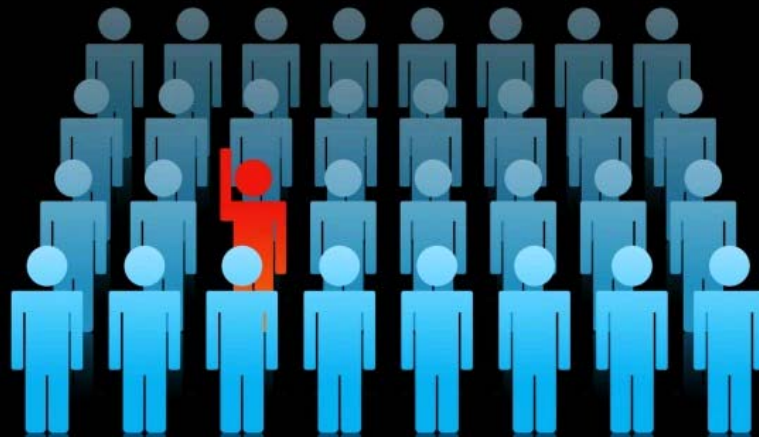


# Snapshot

# - SKEPTICISM -



OPTIMISM



Courage

“A cynic is a man  
who knows  
the price of everything,  
and the value  
of nothing.”

Oscar Wilde  
Saturday - Oct 24, 1891 (3:30 pm)

  
**CURIOSITY**



Millions saw the apple fall,  
but Newton asked why.

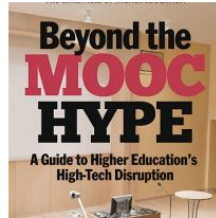
~Bernard Baruch

# Driving Need For Change

## Technology

November 7, 2013

### Will MOOCs Change the Way Professors Handle the Classroom?



*Massive open online courses: Either the answer to the biggest problems in higher education, or a sign of the commodification of college. What's all the fuss about MOOCs? The article on this page is an excerpt from a new e-book, Beyond the MOOC Hype, which provides a helpful and compelling guide.*

Facebook Twitter Google+ LinkedIn Email Print Comments (22)

March 24, 2014

### Financially Strapped Colleges Grow More Vulnerable as Economic Recovery Lags



Photo by Tom E. Puskar

Ashland U. dedicated a new athletics building in 2010 but was forced to cut its men's soccer program in 2013. The university has added new academic programs and dropped tuition to attract more students.

## Students

March 18, 2005

### Financial-Aid Numbers

Sixty-three percent of all undergraduates received some form of financial aid during the 2003-4 academic year, up from 55 percent in 1999-2000 according to a report released this month by the National Center for Education Statistics.

The data, part of the center's National Postsecondary Student Aid Study, indicate that in 2003-4 students received \$7,400 each, on average, up from \$6,200 in 1999-2000, the last previous year for which the study was conducted.

Three out of four students in graduate school or a professional program

March 5, 2015

### Sweet Briar's Demise Is a Cautionary Tale for Other Colleges



Autumn Perry, News & Daily Advance, AP Images

## 25 Years of Declining State Support for Public Colleges

March 3, 2014

[An Era of Neglect](#) | [The Tipping Point](#) | [Equalizers No More](#) | [Explore State Support by College](#) | [Who Foots the Bill?](#)

Explore how state and federal support has declined as a share of overall revenue—putting a greater burden on students—at more than 600 four-year public colleges and universities since 1987.

the WHITE HOUSE PRESIDENT BARACK OBAMA

★★★★★ THE WHITE HOUSE WASHINGTON ★★★★★

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Expand to Learn more ↓

AT A GLANCE

EARLY CHILDHOOD LEARNING

EDUCATION FOR K-12 STUDENTS

SUPPORT FOR HIGHER ED

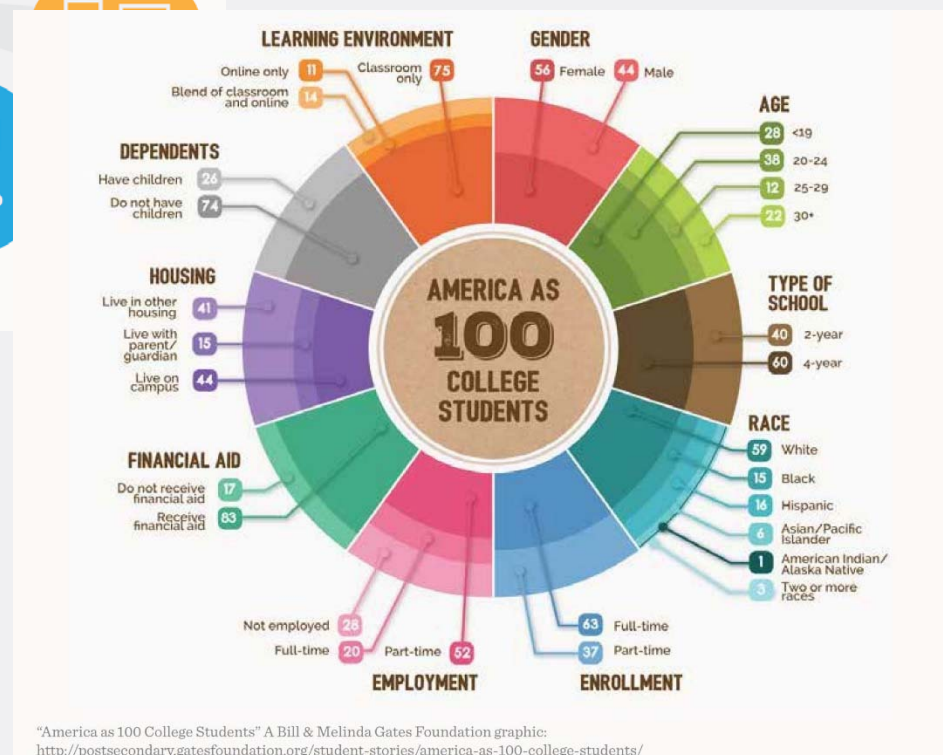
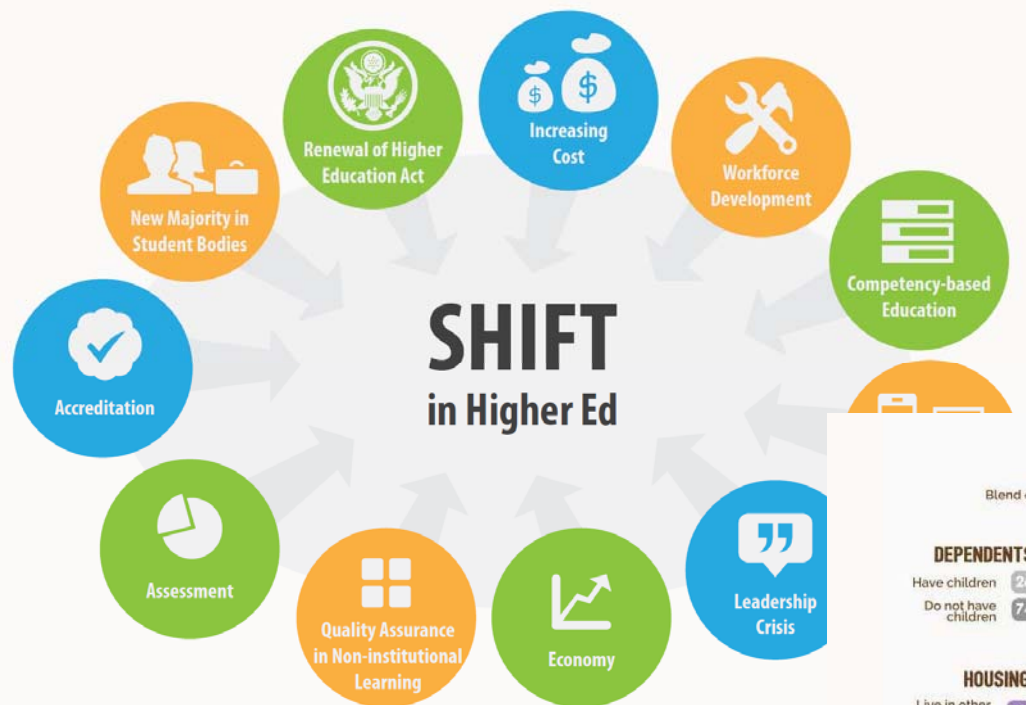
REFORM FOR THE FUTURE

危

Danger

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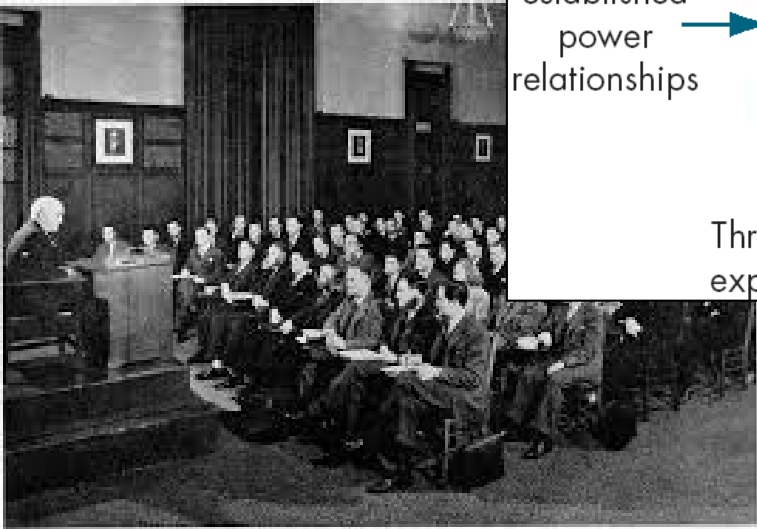
Hidden  
Opportunity



**Building a Culture of Innovation in Higher Education:  
 Design and Practice for Leaders  
*2Revolutions and Educause***



# Culture



Today  
or the  
Past



Future  
State



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# Innovating with Strategic Clusters

Clusters are communities of disciplines that work together.

- Exploration & Discovery
- Justice & Security
- Tourism, Environment & Sustainable Development
- Health & Human Enrichment
- Arts & Technology
- Education, Democracy & Social Change
- Innovation, Entrepreneurship



### Arts + Technology

Role	Contact Person	Department
Coach	Paul Mroczka	Music, Theatre and Dance
Guide	Matt Kizer	Music, Theatre and Dance
Guide	Cathie LeBlanc	Communication and Media Studies
Guide	Nick Seigney	Art

### Education, Democracy + Social Change

Role	Contact Person	Department
Coach	Gail Mears	Education, Health and Human Services
Guide	Maria Sanders	History, Philosophy and Social Studies Education
Guide	Cynthia Waltman	Counselor Education and School Psychology

### Exploration + Discovery

Role	Contact Person	Department
Coach	Joe Boyer	Center for the Environment
Guide	Lourdes Avilés	Atmospheric Science and Chemistry
Guide	Chris Chabot	Biological Sciences
Guide	Elliott Gruner	English

### Health + Human Enrichment

Role	Contact Person	Department
Coach	Mark Fischler	First Year Experience and Criminal Justice
Guide	Annette Holba	Communication and Media Studies
Guide	Barbara McCahan	Health and Human Performance
Guide	Nancy Puglisi	Counselor Education and School Psychology

### Innovation + Entrepreneurship

Role	Contact Person	Department
Coach	Robyn Parker	Business Administration
Guide	Brad Allen	Business Administration
Guide	Chris Drever	Information Technology Services
Guide	Kathleen Norris	Educational Leadership, Learning and Curriculum

### Justice + Security

Role	Contact Person	Department
Coach	Cynthia Vascak	Arts and Sciences
Guide	Laura Dykstra	Criminal Justice
Guide	Robert Heiner	Social Science

### Tourism, Environment + Sustainable Development

Role	Contact Person	Department
Coach	Thad Guldbrandsen	Research and Engagement
Guide	Katharine Harrington	Languages and Linguistics
Guide	Adam Keul	Social Science
Guide	Amy Villamagna	Environmental Science and Policy & Center for the Environment

# Other Changes

- Strategic Clusters
- Technology
- Old buildings new buildings
- Open labs
- Leadership change
- Curriculum
- Centralized services for students
- Loss of programs
- Strategic reallocation of resources
- Increased accreditation demands
- Union vote

# Example of Change Initiatives outside of PSU

# I. Key Trends Accelerating Higher Education Technology Adoption

Long-Term Impact Trends: Accelerating technology adoption in Higher Education for five or

erline

CALL: (877) 785-2624

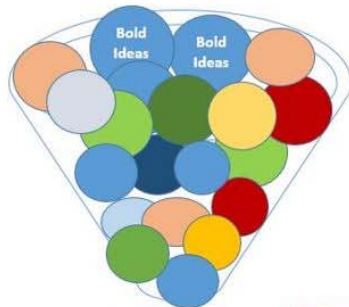
## CAIFE Creativity and Innovation for Effectiveness

Fall 2014

January – June 2015

Spring 2015

**BOLD IDEAS  
CHALLENGE**



*President's*  
**SHOWCASE**  
*of Excellence 2015*

**73 Showcase  
Projects submitted  
representing**

Professional  
Development

- Change Management
- Cont. Improvement
- Innovative Thinking

Project Work

- Staff support
- External consultant

- Academic & administrative excellence
- Educational innovations
- Individual & team achievements
- Enhanced student services
- New strategic partnerships
- Student-led initiatives

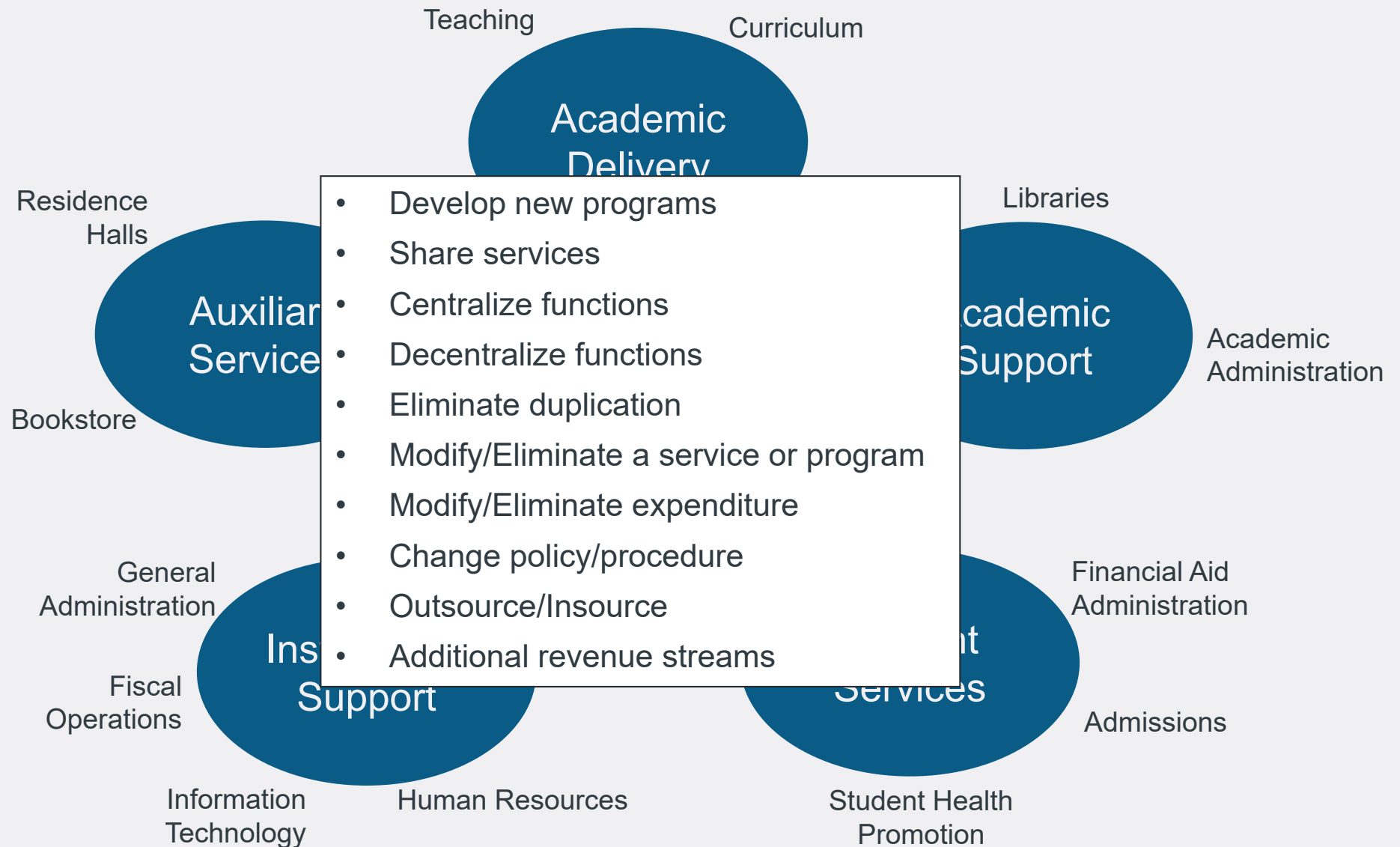


**FRESNOSTATE**

Discovery. Diversity. Distinction.

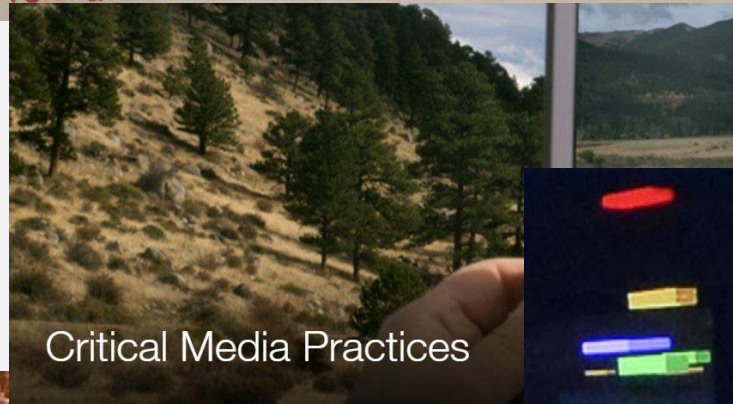
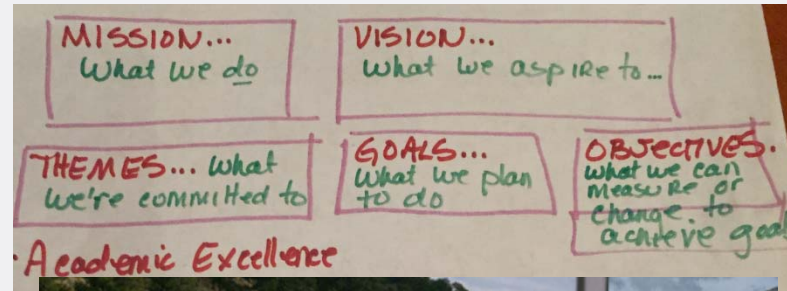
Bryan Alexander

# Innovating on one campus

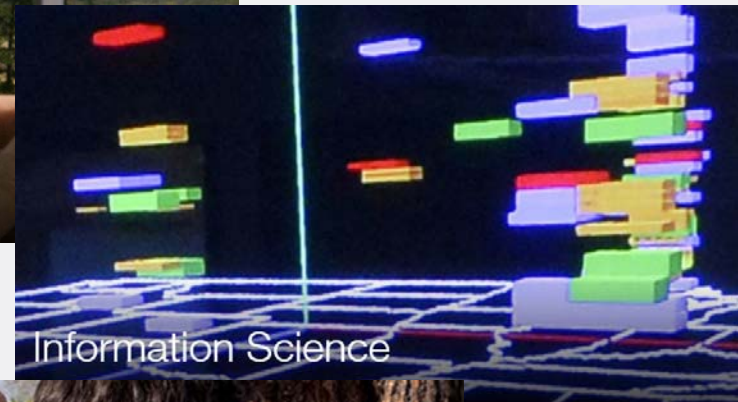




# Interdisciplinary Focus



Critical Media Practices



Information Science



Advertising, Public Relations and Media Design



Journalism

Get visibility with a single  
finance, HR, and student  
system for your institution.

[Start now](#)

## ***Nomad University***

**Educational futurist John Moravec observed that:**

Industrial society is giving way to knowledge and innovation work. Whereas industrialization required people to settle in one place to perform a very specific role or function, the jobs associated with knowledge and information workers have become much less specific concerning task and place.... A nomadic knowledge worker...is a creative, imaginative, and innovative person who can work with almost anybody, anytime, and anywhere.

## **The Future of Innovation**

by David J. Sta

This essay pr  
the University  
experimental  
disrupt high

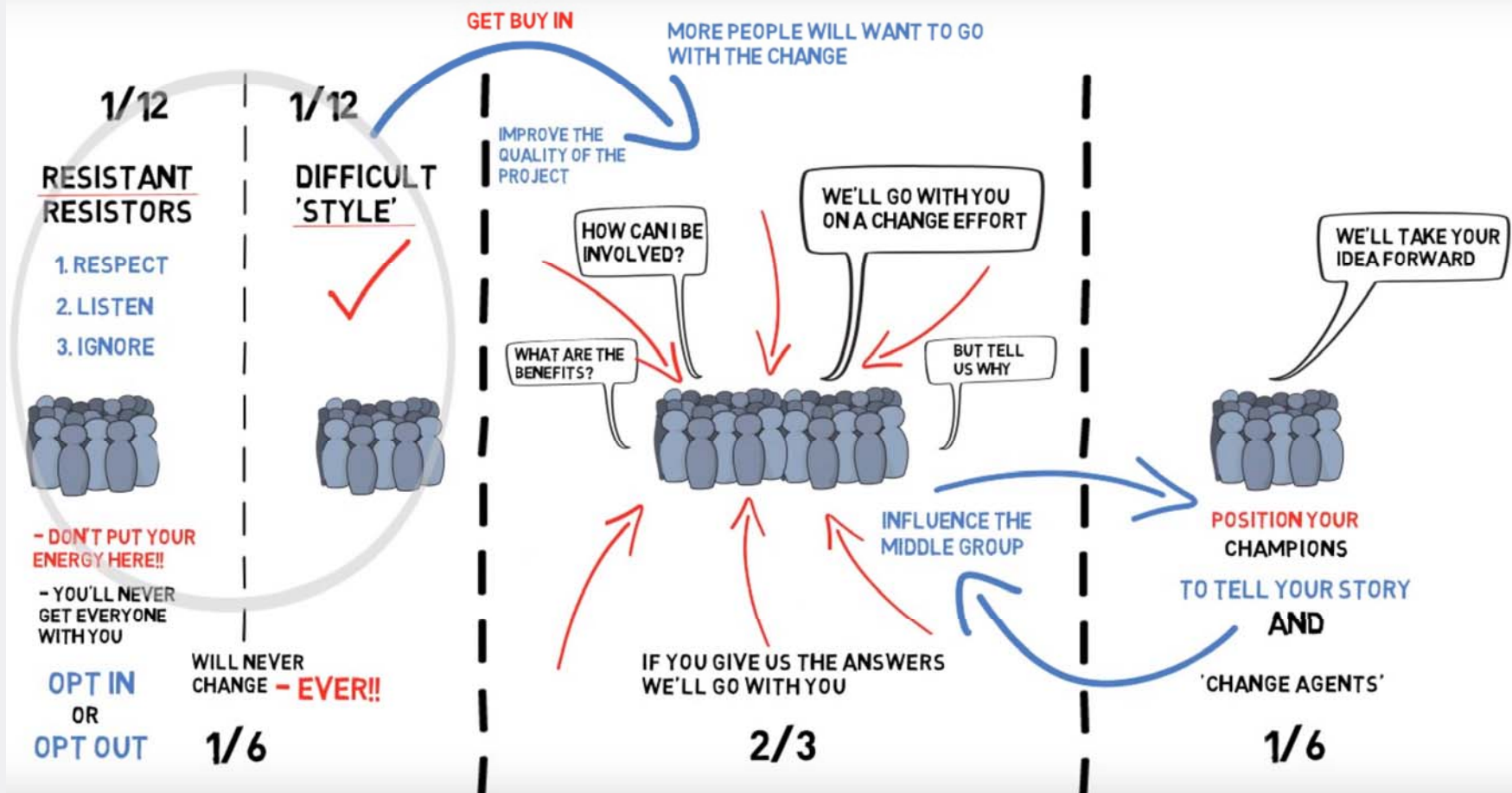


**Deliver Apps 6x Faster  
How Georgia Tech's  
IEN Does It  
April 26, 1:00pm ET**

Georgia Tech's Institute for Electronics  
and Nanotechnology (IEN) replaced

# Building a Positive Case for Change

Howard Teibel – 1/6 2/3 1/6





# **PIONEERING** PSU

## **CLUSTER CONNECTIONS**

**Friday, April 29**

**2-5pm | 5-6pm BBQ**

**Hage Room, HUB**

**All faculty and staff are  
welcome.**

**<https://www.plymouth.edu/clusters>**